



tHanks, tHanks, tHanks, tHanks

Leaders of BPA's effort in the federal All-H public involvement process were elated last month, to say the least. Managers Caroline Whitney, Katherine Cheney and others said the All-H program the past two months was a huge success.

And managers said thanks to more than 40 employees in mid-April by holding a catered lunch to celebrate.

The whiteboard in the conference lunch room was sprinkled with Hs and a big "Thanks." The four aspects of fish survival in the Columbia River are: harvest, habitat, hydro and hatcheries.

Whitney repeated a printed whiteboard message when she spoke briefly. "Thanks for all your hard work," she said. "Each of you contributed to make the federal caucus public meetings process a success."

She pointed to the numbers posted from the public input process. The federal agencies held 15 meetings in five states over six weeks. More than 9,000 people took part, and the federal caucus received 65,000 comments. ◀



Federal groups unwind after close of meetings

Folks from two groups and several federal agencies met to unwind in mid-April. They celebrated a little and reviewed lessons they learned since the close of the comment time on the federal caucus All-H public involvement process.

BPA organized an afternoon of events. Members of the communications team from the federal agencies met for lunch at a restaurant in near north Portland. After that they

discussed lessons they learned from the 15 public meetings held in February and March around the Northwest.

In mid-afternoon, staff folks who made up the federal caucus joined the communications team. The BPA

coordinators had some special recognition of workers. Everyone got a coffee mug with the public meeting and comment numbers.

People from the U.S. Army Corps of Engineers, Bureau of Reclamation, U.S. Fish and Wildlife Service, U.S.

Forest Service, Bureau of Land Management and other agencies attended. Some came from Boise, Seattle and other Northwest cities.

BPA's volunteer band, RIF and the Early Outs, played for the celebration. ◀



BPA employees in professional fields now have a clearer picture of how to advance their careers. All business lines have developed a technical career path (TCP) program. Each identifies a list of technical positions that are needed now or will be needed in the future.

The program has its roots in a bargaining agreement between BPA and the Professional Division of Laborers' (PDL) International, Local 335. The PDL represents workers in professional occupations, which are those that require an academic degree or a minimum amount of coursework in a specific field.

With the union's help, BPA developed policies for each business line's program. Since last summer, the business lines have also identified the professional positions covered by their programs. The positions range from grades 13 through 15 and include those that are critical to BPA's business success. Transmission is still working on its list of grade 13 positions.

Technical career paths offer advancement for professionals

"We're trying to help employees understand where the opportunities will be," says Ruth Hiraki, staff manager for the Power Business Line. "So they can then take the initiative to get the training and development they'll need for their career goals."

The program purpose is to give professional people a way to advance in their career fields without having to move into management positions. It also helps

BPA keep and attract technical expertise.

The business lines rigorously looked at all their positions to determine what they will need to ensure success in the future. "I look at the list as an open document that will be updated," says Leanne Cesario, Corporate staffing manager. "We must continually look into the future to determine which skills will be critical to our success."

"We're trying to build a culture where employees know what the business line's needs are and where they have career opportunities," Hiraki says. "People can then work with their managers on

individual development plans."

Each business line has unique staffing needs. So they do their planning somewhat differently. For instance, Hiraki says PBL isn't applying the TCP just to professional areas. "Most of our positions fall outside professional areas, so we plan to define skills and competencies for all career paths," she says.

With the rapid changes in technology, BPA groups have added many more specialty fields to the TCP program. "The old program strictly focused on engineers," says Bill Mittelstadt, transmission planning engineer. "But TCP has added information technology, economists and other fields."

The business lines will regularly review each plan against their strategic and staffing plans. They will add new positions to the TCP or drop those that no longer fit.

Employees can learn more about the TCP program by contacting their business line staff manager or their supervisor. ◀

Linda Anderson writes for the Transmission Business Line